

SFRB Funding Request Questions

Introduction

- 1) Provide a description of the services provided by your department/program, and how they support the mission of the University.**

El Centro de la Raza Mission Statement

El Centro de la Raza provides tools for self-determination, personal responsibility and resiliency of Raza1 students at the University of New Mexico. We support the transformation of students through knowledge and skills, while challenging systems to achieve social justice. In Engaging the Raza community, El Centro continues the legacy of advocacy, holistic support and partnerships.

Alignment with UNM Mission

To accomplish this mission, El Centro focuses on three of the four UNM identified cornerstones of purpose (UNM Strategic Framework). El Centro's central goals are to 1) educate and encourage students to develop the values, habits of mind, knowledge, and skills they need to be enlightened citizens, contribute to the state and national economies, and lead satisfying lives; 2) discover and disseminate new knowledge and creative endeavors that will enhance the overall well-being of society; and 3) actively support social, cultural, and economic development in our communities to enhance the quality of life for all New Mexicans.

Understanding the difficulties that Latino students experience navigating through the university system and the need to advocate and serve the Latino population, El Centro de la Raza (El Centro) at the University of New Mexico focuses its programmatic areas and services to meeting the needs of Latino students and their families. Throughout its 44 years of existence, El Centro has served as a bridge and a support system so Raza students can “thrive in an environment in which social, cultural, and academic capital is held” (Lozano, 2010), where student graduation and professional development are supported.

According to the census data of 2010, Latinos constitute 46% of the population of New Mexico. By the year 2030, the Latino population will be expected to grow 15.4%, (Torres-Velasquez and Murphy, 2010) and by the year 2050 the Latino population will become an absolute majority in the US.² This means that the need to serve this population will increase. The services that are particularly tailored for Latino students will need to correlate with the needs of economic industry as well as ensure that the Latino population is competitive in the areas of economic and community development.

¹ Due to the complex nature of the Raza population in the US, in this report the term Hispanic, Latino, and Raza will be used interchangeably to refer to those who are from New Mexico, the US, Mexico, Central and South America and who themselves identify with their European or Indigenous roots or with very special groups such as Chicanos, Mexicans, and New Mexicans.

² <http://www.nclr.org/index.php/publications/>

The Latino/Hispanic student population continues to face issues of access to the institution, educational equality, educational resources, and degree completion. Due to the unique “minority-majority” demographics of our state, UNM has become a Hispanic Serving Institution. According to 2011 Enrollment Data, there are 29,056 students enrolled at the University of New Mexico and Hispanics comprise 37% of the total student population. Retention of Hispanic students has declined 4.5% from 2008-2010. Additionally, in spite the fact that Hispanic student enrollment has been on the rise (2011 UNM Official Enrollment Report); retention of New Mexico students has declined 3.5%. Latino/Hispanic students continue to fare worse than their White, Non-Hispanic counterparts in 3rd semester retention and 6-year graduation rates. According to 2005 PED data (the most current year available), completion rates for UNM Hispanic students was 46.96%. Overall, UNM has been successful in enrolling large numbers of Hispanic students but continues to suffer shortfalls in the success of these students, demonstrated by retention, graduation and completion rates. El Centro is determined and diligent to address this need at UNM and statewide, to improve upon recruitment and retention efforts and community partnerships.

El Centro is committed to the cultural, social, academic, and emotional experience of Latino/Hispanic students. The department and its programs value the dynamic experience of Latino/Hispanic students and their families at UNM. The work of El Centro de la Raza has touched the lives of many people in the state. From mentoring, recruitment efforts, Raza Graduation, civic engagement, advocacy, student internships and emergency scholarships, El Centro is instrumental to student success by building strategic partnerships and supporting the development of new leaders for the future of the Latino/Hispanic community.

Research demonstrates that when students have holistic programming, services and advocacy such as El Centro, they fare better in their academics and the campus climate is better for all students (Brown, 2008). The success of El Centro’s endeavors is evidenced by the hundreds of alumni, many of them still advocating for El Centro’s work and socially engaged in their professional and personal lives. El Centro’s student mentorship and leadership models encourage students to take risks while providing experiential learning opportunities. Several UNM departments, colleges, schools, and community organizations within New Mexico have replicated El Centro de la Raza’s practices and models.

2) Provide a brief description of the history and future plans of your department/program. Please briefly describe services offered that are unique to the University.

History of El Centro de la Raza

El Centro de la Raza was created under the umbrella of Chicano Studies in 1969 and later evolved into an independent student services department under the Division of Student Affairs. El Centro de la Raza continues to report to the Division of Student Affairs. All students are welcome at El Centro de la Raza and are encouraged to take advantage of all the services it provides. El Centro continues to be cognizant of student needs first and foremost. The center makes a special effort of supporting students academically, culturally, and consequently,

socially. We maintain a strong retention effort at El Centro and utilize a holistic approach in encouraging student development. To accomplish this, we advocate on behalf of students, offer many culturally relevant programs and services, and educate the campus community on the diverse issues that affect Latino students attending or wishing to attend UNM.

Current Landscape of Hispano/Latino Students in New Mexico and at UNM

According to the census data of 2010, Latinos constitute 46% of the population of New Mexico. By the year 2030, the Latino population will be expected to grow 15.4%, (Torres-Velasquez and Murphy, 2010) and by the year 2050 the Latino population will become an absolute majority in the US.³ This means that the need to serve this population will increase, thus the growing demand of programs and services to meet this demand. The services that are particularly tailored for Latino/Hispano students will need to correlate with the needs of economic industry as well as ensure that the Latino population is competitive in the areas of economic and community development. El Centro has over 44 years serving the Latino/Hispano community and over 20 years receiving state funding to support New Mexico students.

Under New Mexico State Statute, El Centro de la Raza is charged with serving the largest and fastest growing ethnic population at the University of New Mexico. El Centro provides special programming, scholarships, advising and advocacy services to over 13,000 Hispanic students and families every year. In addition, El Centro has recently changed its strategic direction to be in total compliance and support with the NM Hispanic Act of 2010 (HB150), which reads “providing mechanisms for parents, community, and business organizations, public schools, schools districts, charter schools, public post-secondary educational institutions, the department and state and local policymakers to work together to improve educational opportunities for Hispanic students for the purpose of closing the achievement gap, increasing graduation rates and increasing post-secondary enrollment, retention, and completion.”⁴ In compliance with this mandate and continuing serving Raza families, El Centro has developed the Community Based Research and Learning Initiative (CBRLI), which fosters on-campus and off-campus recruitment and retention efforts by increasing student scholarship, interdisciplinary research, community engagement, interdepartmental collaboration and faculty support. El Centro established the Community Research Education and Academic Retention (CREAR) framework as the means for implementation and oversight of all projects and activities aimed at supporting our Latino/Hispano students at UNM.

The work of El Centro de la Raza has touched the lives of many people in the state. From mentoring, advisement, advocacy, student internships and fellowships (both undergraduate and graduate) and emergency scholarships, El Centro has been instrumental to student success, strategic partnerships and developing new leaders. El Centro is committed to the cultural, social, academic, and professional experience of the Latino students at UNM. The department and its programs value the dynamic experience of Latino/Hispano students and their families. According to Nancy Sepulveda, an El Centro Alumna, “El Centro is very insidious; it gets under your skin...in a good way. It becomes very central to how you relate to the campus and your

³ <http://www.nclr.org/index.php/publications/>

⁴ For more information on this act see: <http://1.usa.gov/17ngY1S>

community. If I could figure out how exactly it does that, I would replicate it. You don't want to leave because it's like a family.”

El Centro's strategic direction is defined by meeting the challenges that our Latino students and community face. These goals are marked by increasing our involvement in recruitment, retention, graduation and outreach initiatives, as well the development of specific programming in academic and research support to undergraduate and graduate students. El Centro is expanding its connections with the communities many UNM Latino/Hispano students come from, locally, within the broader state of New Mexico and beyond. El Centro is essential and relevant for UNM in recruiting and retaining Latino/Hispano students through the strengthening of academic and professional development opportunities, support services, research, mentoring and strategic relationships within academia and community stakeholders to ensure student success and a sustainable statewide impact.

El Centro provides the following key programs and services to all University of New Mexico students, El Centro de la Raza affiliated students and all prospective students.

El Centro de la Raza – Key Programs, Services and Facilities

<p>Student Support</p> <ul style="list-style-type: none"> • Student Advocacy • Mentoring • Academic Support • Undergraduate & Graduate Support • Research Opportunities • Professional & Leadership Development • Special Workshops & Training 	<p>Advisement & Referrals</p> <ul style="list-style-type: none"> • Academic Advisement • Financial Aid Support & Resources • Scholarships – Emergency & Professional • Career/Professional Advisement • Employment/Work Study Opportunities • Professional Internships & Fellowships (Graduate & Undergraduate)
<p>Community Involvement</p> <ul style="list-style-type: none"> • Cultural Programs • Service Learning & Civic Engagement • Student Organizations • Community Events & Conferences • Special Events & Activities 	<p>Facilities</p> <ul style="list-style-type: none"> • Computer Pod • Free Printing & Copying • Conference/Library Room • Copy/Fax Services • Break Room & Kitchen

SFRB Budget Overview

3) Specifically state which line items will be covered and to what extent by SFRB funds. What is the anticipated impact on the student population?

We are improving our efforts to recruit and outreach to UNM Raza students that may be unaware of the El Centro support services and programs offered in order broaden impact on the campus. A significant consideration of continued SFRB funding is to ensure special services and support for students enrolled at the University of New Mexico, understanding that Hispanics comprise approximately 38% of the total student population. The services that we provide are critical to

support the Raza student population by providing them with unique and specific programs, services and resources needed to succeed at the University of New Mexico. Funds from SFRB will directly impact the UNM student population because all funds appropriated are applied to direct student services. Our impact is determined by the number of students that we serve and the support we provide in the areas of crisis prevention/intervention (advocacy), scholarships, leadership and professional opportunities, research activities, community engagement, as well as an increase in recruitment and outreach efforts on campus, while making a stronger connection within El Centro de la Raza, local schools, and the communities from where our students come.

Table 1: Illustrates 2013-2014 SFRB line items grouped by account codes.

SFRB Budget 2013-2014				
Description	Acct Codes	Budgeted	Spent YTD	Remaining
Student Salaries	20J0, 20L0, 20N0, 20SA, 21A0	\$15,020.00	\$8,378.00	\$6,642.00
Supplies/Training Materials	3100, 3110, 31P0	\$3,500.00	\$2,400.00	\$1,100.00
Computers Software/Servers/Supplies	3140, 3150, 3189	\$3,500.00	\$282.00	\$3,218.00
Direct Student Costs/Scholarships	3800, 3820, 38N1, 4020, 4060, 4080, 40A0, 45Z0, 63A0, 63A2,	\$119,913.00	\$61,525.00	\$58,388.00
Programing Costs/ Non-Capital Equipment/ Services	31K0, 38E0, 6000, 6020, 6060, 6370, 63B0, 63C0, 63E0, 63L0, 69Y0, 70A0, 70F0, 70J0, 8060, 80K2, 3180, 6301, 31A0, 31B0	\$26,939.00	\$9,400.00	\$17,539.00
Totals		\$168,872.00	\$81,985.00	\$86,887.00

Summary of Recurring and Significant Expenditures for SFRB, FY14 (2013-14):

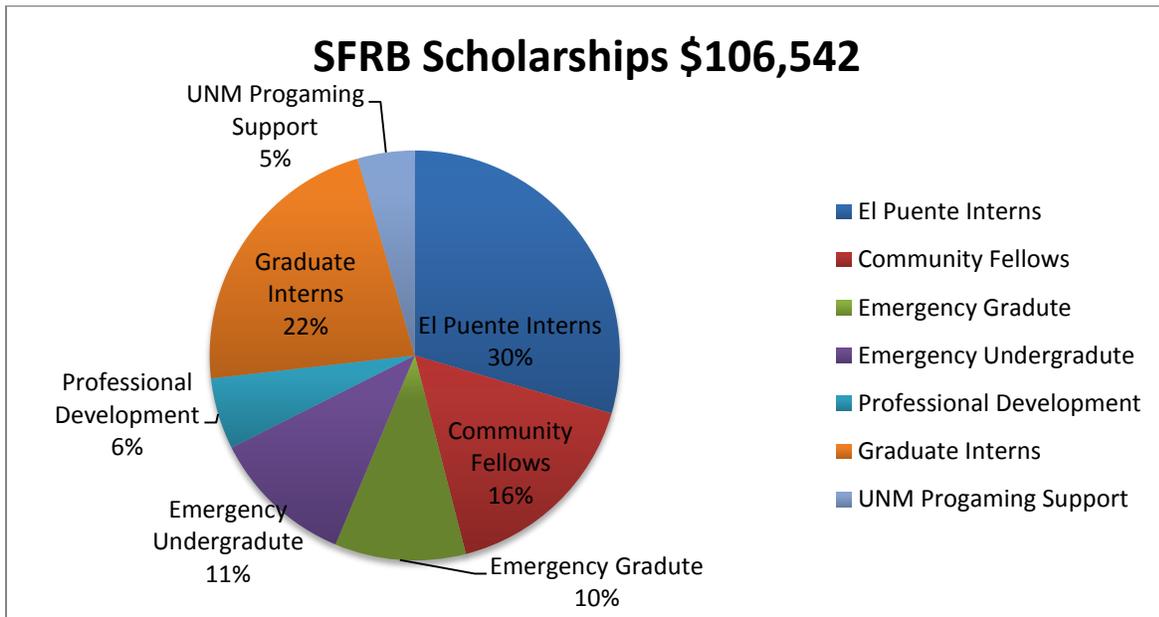
The following list highlights El Centro programs and services funded by SFRB funds:

- Graduate Assistant Special Projects
- Student Salaries, Office Support
- Student Activities and Cultural Programming (Ex: Raza Graduation & Raza Junta)
- Undergraduate Internship & Fellowships Program and Community Learning Projects
- Student Scholarships and Sponsorships *see Table 2 & Chart 1 below
- Graduate Student Fellowship, Travel, Conferences, and Professional Opportunities
- IT Student Support, Computer Equipment, Printing (Copy Machine) and Paper

Table 2: Scholarship Awards FY 2013-2014

Scholarship	Total	Qty.
El Puente Interns	\$ 31,500.00	9
Community Fellows	\$ 17,500.00	5
Emergency Graduate	\$ 11,000.00	20
Emergency Undergraduate	\$ 12,000.00	30
Professional Development	\$ 6,000.00	20
Graduate Interns	\$ 23,742.00	3
UNM Programming Support	\$ 4,800.00	16
TOTAL	\$ 106,542.00	103

Chart 1: SFRB Student Scholarships FY14



Impact of El Centro’s Services

El Centro is committed to the cultural, social, academic, and emotional experience of students. The department and its programs value the dynamic experience of Latino/Hispano students and their families at UNM. The work of El Centro has touched the lives of many people in the state. From mentoring, recruitment efforts, cultural programming, civic engagement, advocacy, student internships, academic fellowships, professional development and emergency scholarships, El

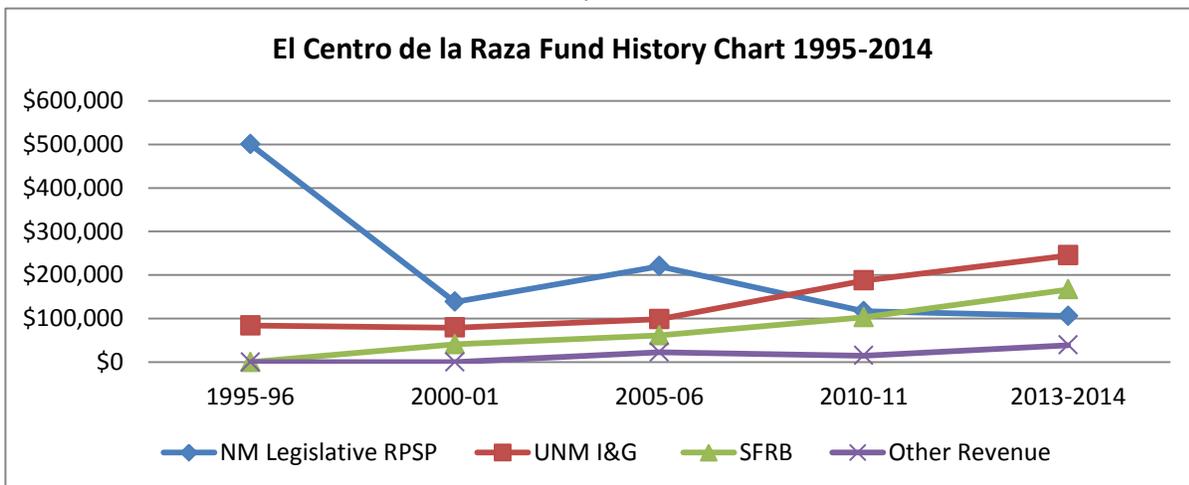
Centro is instrumental to student access and success by building strategic partnerships and supporting the development of new leaders for the future of the Latino/Hispano community.

It has become common knowledge in higher education that when students have holistic programming, services and advocacy such as El Centro, they fare better in their academics and the campus climate is better for all students. The success of El Centro’s endeavors is evidenced by the hundreds of alumni, many of them still advocating for El Centro’s work and socially engaged in their professional and personal lives. El Centro’s student mentorship and leadership models encourage students to challenge themselves while providing experiential learning opportunities.

4) What outside sources of funding (i.e. not SFRB funding) has your department or program sought out in the last fiscal year? Please distinguish individual departments within UNM in which funds were requested.

El Centro has three primary fund sources: UNM Instruction & General, NM State Legislative Research and Public Service Project (RPSP), and Student Fees Review Board. The Fund History Chart shown below demonstrates our fund history since 1995. In the past, we relied heavily on RPSP funding through the NM Legislature because it was our most prominent revenue stream. El Centro has had minimal revenue increase from UNM I&G since 1996. Budget cuts across the state impacted us and our budget was reduced over 100K during the past few years from our NM State legislative RPSP funds. However, El Centro received additional I&G base funding to replenish and compensate for what was reduced by these unexpected state rescission cuts, and was “held harmless” due to UNM Presidential mandate. UNM I&G and the Legislative RPSP budgets account almost exclusively for staff salaries, professional development and other department expenses, including office equipment. Funding received through the SFRB budget provides for recurring operational expenditures for direct student programming, student staffing, and scholarships. All external sponsorship funding is used for non-recurring student programs, projects, scholarships, and activities. El Centro is always concerned and diligent about strategic planning for sustainable programs and services for all UNM students, especially Latino/Hispano students. See Chart 2 below.

Chart 2: El Centro de la Raza Fund History Chart – 1995-2014



El Centro received an increased baseline appropriation from the University I&G budget because of the reduction of State Legislative (RPSP) funding. We were informed that rescission cuts beyond 2010-2011 will be permanent budget cuts and not to expect any increase to base funding. Due to the replenished funds provided through the UNM Main I&G budget, we were able to move two critical FTE staff positions out of the State Legislative RPSP budget to hard/recurring status, after 17 years. UNM Main I&G also provided another staff position (1 FTE Program Specialist) in FY13. This past year El Centro asked for an increase in SFRB funding and was generously approved for an increase of \$23,359.

Table 3: FY13-14 El Centro Organizational Budget 2013-2014

Funding Source	Allocation	%
I&G Main	244,978	44%
RPSP Legislative	107,413	19%
SFRB	168,872	30%
Other Revenue	39,000	7%
Total	560,263	100%

Other Revenue/Self-generated Support

Below is a list of the additional funding received during FY14:

- \$5,000 – Mariachi Lobo program as a key partnership with Student Affairs. These funds cover a graduate intern to coordinate program, marketing and other related expenses.
- \$14,000 – Collaboration with Latino Student Success Grant through the Lumina Foundation for 8 new undergraduate work-study students employed as student mentors for Latino freshmen and other students considered “At Risk “of not graduating.
- \$20,000 – Funds from NM State Funding Grant for an international student exchange program in which four UNM students attend a university in Mexico and enhance their academic, professional and cultural experience.
- \$5,000 – Funds from MALDEF (the nation’s leading Latino legal civil rights organization) to host a community education forum to identify needs and solutions that improve access and opportunities for students and families in our local communities. The focus of the community forum will be to bring together organizations and individuals actively participating or leading initiatives within the following categories: Family Engagement, Mentoring and Coaching, Youth development, Student Career Pathways, Economic and Job Opportunities, and to promote opportunities and support to students and families and improve educational and workforce initiatives that are effective and inclusive, especially for the most vulnerable communities in our city, county and state.

5) What budgetary increases or decreases from other funding sources (i.e. not SFRB funding) do you anticipate compared to your budget from last year? Please explain.

We do not anticipate any increases or decreases from other funding sources for FY2013-2014.

6) Describe in specific detail any increase in SFRB funding being requested and how that increase in your department/program will directly impact the UNM student population.

El Centro de la Raza is not requesting an increase in funding from SFRB for FY2014-15.

7) If last year's SFRB budget items were spent on other expenses please provide a brief explanation.

El Centro spent and anticipates spending the remainder of FY14 SFRB funding according to the SFRB budget allocation. No other expenses were used outside of the line item allocation originally proposed.

Relationship to and Cooperation with the UNM Community

8) UNM is a Hispanic/Minority serving institution, how has your department or program contributed to or engaged in this mission?

El Centro is charged to serve 13,000 Latino/Hispano students at the University of New Mexico. In FY13, El Centro provided academic, professional and personal advisement to over 3,000 students during the academic year. We developed over 60 student leaders, provided formal mentorship to 130 students, provided 2,500 referrals, 160 scholarships, hosted 1,600 students for cultural events, and every year we attract over 1,000 students and families to the annual Raza Graduation Ceremony and Reception. 95% of our students are traditionally underrepresented and considered "at-risk" students. Every program, activity and course we provide, intentionally recruits students who are not in the position of having equitable access or affordability to competitive academic, professional and research opportunities. A common criterion for our leadership programs include that students meet two of three categories: first generation college student, demonstrated low income (financial aide) and/or an underrepresented minority student. All of El Centro's programs, services and events are meant to improve and enhance the educational experience of at risk students at UNM.

In spite of the fact that our society is more open and that many of the practices of the past have changed, the notion that "many college and university campuses remain difficult places for Students of Color to negotiate [and navigate]" still exists. (Patton, 2010) Whether this notion is real or not, the reality for Students of Color, especially those who come from immigrant families and who themselves are first year college students navigating the university system(s) can be intimidating and difficult. According to the National Council of la Raza's Statistical Brief (Kohler and Lazarin, 2007), "data continue to show that Hispanic educational attainment does not match that of non-Hispanics. Insufficient financial aid and inadequate access to rigorous courses and educational resources are among the challenges in improving the educational status of Latinos." In addition, Lozano (2010) states, "It is possible that because of historic, structural, and institutional racism, they [the students] may not feel a sense of belonging or integration in the life of the institution." Thus, one of the roles that "Ethnic Centers" play is to serve as brokers between the institution and those students who regard institutions of higher education as closed

systems, and as an extension of a system that is difficult to navigate and be a part of, specially if the experience with higher education is very minimum or none at all.

In the case of Raza students who come from families that have recently migrated to the United States, “they are less likely to use conventional university services like academic advisors, counseling centers, or mainstream student organizations to deal with their feelings and concerns” (Patton, 2010) because the university as a system might lack the “cultural competence” to deal with students different from what is perceived to be the student norm.⁵ The result is that Ethnic Centers provide meaningful and personalized services, which include **financial support, programmatic support, extracurricular activities, academic advising, professional training, and social networking** in a way that welcomes and appreciates Latino students and their diverse cultural background(s). As the Latino/Hispano population continues to grow,⁶ the need to expand the services that Ethnic Centers provide will be instrumental to ensure that universities retain and graduate students who are predicted to play a key role “in shaping our country’s future political, social, and economic landscape.”⁷ In fact on October 2010, when President Obama signed the Executive Order of the White House Initiative on Educational Excellence for Hispanic Americans, he made two remarks that attest to the predicament of the Hispanic population, which in itself is a predicament not only for this population alone, but also for the future of this country in general. “Today, Latinos make up the largest minority group in America’s schools — more than one in five students overall — and they face challenges of monumental proportions. Latino students are more likely to attend our lowest-performing schools, more likely to learn in larger class sizes, more likely to drop out at higher rates. Fewer than half take part in early childhood education. Only about half graduate on time from high school and those who do make it to college often find themselves underprepared for its rigors.” “We’ve got to solve it because if we allow these trends to continue, it won’t just be one community that falls behind – we will all fall behind together. At a time when the unemployment rate for Americans who’ve never gone to college is almost double what it is for those who have gone to college; when most of the new jobs that are being created require higher education; when other countries are out-educating us today to out-compete us tomorrow; making sure that we offer all our kids, regardless of race, a world-class education is more than a moral obligation. It is an economic imperative if we want to succeed in the 21st century.” (Office of the Press Secretary, 2010, Internet Source)⁸

Understanding the difficulties that Latino students experience navigating through the university system and the need to advocate and serve the Latino population, El Centro de la Raza (El Centro) at the University of New Mexico focuses its programmatic areas and services to meeting the needs of Latino students and their families. Throughout its 44 years of existence, El Centro has served as a bridge and a support system so Raza students can “thrive in an environment in which social, cultural, and academic capital is held” (Lozano, 2010), where student graduation and professional development are supported.

⁵ The student norm is based on White students who, for the most part, have the social and cultural capital needed to navigate the system

⁶ According to the National Council of La Raza, the Latino population will double by the year 2050

⁷ http://www.nclr.org/index.php/issues_and_programs/census/

⁸ For more information see <http://1.usa.gov/10L5Oi5>

The creation and mission of El Centro de la Raza has always been focused on serving Hispano/Latino students at UNM. El Centro's services and programs have garnered the reputation for nurturing, developing, and inspiring students from a variety of diverse backgrounds. Every component and element of El Centro's work is intended to create transformative spaces for all students at UNM, in turn advancing the ability for UNM to effectively serve Hispanic and other populations traditionally marginalized in higher education. Two very specific ways that we continuously work toward accomplishing this mission is through our professional staff members and our scholarship programs.

El Centro's Program Specialists (professional staff) provide students, in a well-rounded approach, support and guidance through a variety of custom designed programming initiatives which include: internships, fellowships, experiential learning, and leadership development. Program Specialists are also certified/trained academic advisors. Full-time staff, graduate student mentors, student organizations, and leaders are responsible for coordinating several educational and cultural events/activities/workshops for UNM and its community. These events and activities are meant to educate and help create a sense of community to increase student retention and success, and are at no cost to students. Additionally, most UNM graduate and undergraduate Latino-based student organizations utilize the center for much of their programming, activities, and advisory support.

El Centro's scholarship programs also serve to increase retention and success of Latino and other students by providing critical financial support. One of the greatest barriers to student retention and completion is limited financial resources and incentives. El Centro provides one-time emergency support, professional development scholarships and sponsorships for students to attend academic and professional conferences. In FY14, El Centro will provide over 120K in scholarships to meet student needs, which will directly contribute to retention.

9) How does your department/program collaborate with other departments/programs?

El Centro's target goals are 1) recruit Latino students and provide critical information to students and families, 2) positively impact the retention and graduation of Latino students through academic cultural/personal and professional programs, and 3) use program assessment and evaluation for continuous improvement to ensure its relevance in academic, cultural, and professional aspirations of Latino students. To accomplish these goals, El Centro establishes partnerships across the UNM campus and with community organizations that support advancing our goals. We collaborate regularly with many departments and organizations to enhance a web of support for UNM students. Some of these UNM programs are the Chicana and Chicano Studies, The Southwest Hispanic Research Institute, The Graduate Resource Center, The Dean of Students Office, American Indian Student Services, African American Student Services, Accessibility Services, The Global Education Office, University College Advisement Center, Career Services, Financial Aid, Enrollment Management, and UNM Alumni Association are just to name a few. El Centro's on and off campus partnerships and collaborations are steadily increasing to meet student needs.

El Centro is consistently working to deepen collaborations with a variety campus departments and programs. As an example, to support the central teaching, research, and service mission of

the University of New Mexico, El Centro de la Raza, the Southwest Hispanic Research Institute (SHRI), and Chicano Hispano Mexicano Studies (CHMS) have developed a collaboration framework aimed at promoting academic excellence through community based research and learning activities. This Partnership will accomplish this goal through the implementation of the Community Based Research and Learning Initiative (CBRLI). This initiative fosters on-campus and off-campus recruitment and retention efforts by increasing student scholarship, interdisciplinary research, community engagement, interdepartmental collaboration and faculty support.

10) Describe improvements your department/program has implemented in the last year to improve services and accessibility of the service you provide.

El Centro is consistently working to improve the accessibility, and efficacy of the programs and services provided to students. One of the areas that El Centro improved last year was in the area of mentoring. As a key partner with Title V and Division of Equity and Inclusion (DEI), El Centro received funding through the Lumina Unidos Grant and established the **Lobos Unidos Mentorship Program**, which focuses on freshman student support. The Lobo Unidos Mentoring program helps to prepare first-year students at UNM students to be better prepared students to navigate the university. El Centro provides support and training to student leaders who mentor students at UNM that are flagged through early warning systems and assist students with tutoring, time management and other critical academic and social support. The Mentoring Project also aims to reach low income and Hispanic students from local and rural schools and community colleges, but is inclusive to all students. In addition, El Centro developed the **Community Based Research and Learning Initiative (CBRLI)**, a collaborative framework aimed at promoting academic excellence through community-based learning and research activities. This initiative is fostering on-campus and off-campus recruitment and retention efforts by increasing student scholarship, community engagement, interdepartmental collaboration, and faculty support. Under El Centro de la Raza's vision to provide greater incentives and strategies for recruitment, retention and graduation of undergraduate and graduate students, the **Community, Research, Education, and Academic Retention (CREAR) Framework was developed** to facilitate the creation of all research, professional and academic service projects under the CBRLI. Under this framework, El Centro expanded its internship program, **El Puente Research Internship**. El Puente is a one-year undergraduate internship that provides ten UNM undergraduate students with academic support, research opportunities, professional development and mentoring. El Puente Interns work on academic and professional activities, while developing community based research projects with the guidance of a SHRI faculty mentor to enhance learning, while assisting local communities in addressing issues within their social, cultural, economic and political contexts. Strategic alliances are established through campus and community partnerships to provide students with specialized professional, academic and research training. Project activities promote and support academic excellence and success by providing the best professional and leadership development experiences as a successful pathway to graduation and graduate or professional school. El Centro also newly created the **Transformar Community Organizing Fellowship Program**. Through the *Transformar* Fellowship, we provide five community organizations with an undergraduate student fellow that actively participates in a community driven project. *The community organizations El Centro partnered with in FY13-14 are: New Mexico Immigrant Law Center, The NM Martin Luther King Jr. State*

Commission, International District Healthy Communities Coalition, The Partnership for Community Action, UNM's Men of Color Initiative. The goal of this fellowship is to enhance the leadership, civic engagement and professional experience of UNM students, while assisting local communities in addressing issues within the social, cultural, economic and political contexts. We provide specialized professional training and mentoring to fellows in support of the community projects. Through this dynamic community fellowship, El Centro promotes indigenous models of sustainable community development within Atrisco/South Valley and the International District. As a requirement of the El Puente Research Internship and Transformar Community Fellowship, students are required to participate in a three credit course HED391: Seminario en Comunidad. This course and curriculum was developed by El Centro de la Raza, in partnership with the Health Education Department faculty, Dr. Magdalena Avila. This course provided El Puente Interns and Community Fellows with community based research and learning experiences, utilizing a Community Based Participatory Research “CBPR” framework. Students were provided with engagement tools and exposure to community leadership, community based faculty and organizations as part of building research skill sets and applying the principles of how to partner with communities using equity based principles. Using critical pedagogy curriculum, engagement opportunities and collaborative activities, students link research, theory and practice in achieving social change through community engagement. This year, El Centro also developed the **El Centro STEM Academy**, in partnership with the STEM Gateway Program, designed a co-instructed course and academy model to serve Latino/Hispano students who are new to Science, Technology, Education, Mathematics and Health Sciences “STEM” at UNM, exploring STEM degree options or considering a change of major into a STEM field. The STEM Academy courses are taught jointly by STEM Gateway instructors staff from El Centro de la Raza. They are designed to provide instruction and support that is specifically tailored to the strengths, experiences and values of the Latino/Hispano and nontraditional (at risk) students that El Centro de la Raza serves. Over 70% of incoming Latino/Hispano freshmen students express interest in a STEM major, however, by third semester these same students have either changed their degree program or drop out of UNM altogether. One of the major factors of student success and persistence as it relates to STEM is difficulty with the STEM gateway courses, such as math, chemistry, biology and physics. The goal of the El Centro STEM Academy is to provide critical problem solving and learning techniques to assist students in successfully completing these rigorous math and science courses, as well as providing them with pertinent and relevant resources, support, advisement, mentorship and internship opportunities with staff and faculty within the STEM field, particularly connecting them with their major departments and community organizations that are actively engaged so students matriculate early and make the necessary connections.

Issues and Challenges that students face related to STEM experiences:

- Lacking explicit connections, not all students are motivated to succeed in the gateway courses taught outside of their major-field department
- Even capable students struggle with complex thinking and problem solving
- Students do not get involved early enough with their major-field departments

El Centro STEM Academy Course Objectives:

1. Students will articulate the connections between STEM disciplines, as related to their own academic major, individual identity and career path.

2. Students will demonstrate improved mastery of their own learning skills, especially those specific to STEM disciplines.
3. Students will demonstrate stronger connections to their chosen STEM department prior to matriculating into their degree program.
4. Students will demonstrate how scientific research is conducted as the process of inquiry that builds and applies scientific knowledge.

11) What role does your department/program play in student recruitment, retention, and graduation?

Recruitment & Outreach

El Centro de la Raza defines its recruitment efforts as the engagement of prospective students to the University of New Mexico and El Centro (such as UNM students, transfer and high school students) for a given purpose or for enlistment to a specific program or activity hosted or led by El Centro and key community partners, which achieve El Centro's mission and strategic goals.

El Centro's outreach activities involve providing key student services, programs, education and awareness to students, their families and communities that El Centro and UNM serves and seeks to serve, especially those who otherwise might not have a connection to UNM or have access to these opportunities.

El Centro's recruitment and outreach efforts focus on increasing and positively impacting the number of Latino and Hispano students represented and being successful at UNM, especially to include those from historically underrepresented and low-income communities, considered most at risk.

Recruitment and outreach efforts of El Centro include hosting and collaborating on various academic, cultural and social events, campus tours, school and community visitations, Lobo and CEP orientations. We also closely collaborate with UNM Enrollment Management initiatives and other UNM departments.

El Centro hosts numerous high schools and pipeline programs that visit UNM throughout the academic year. El Centro continues to exceed its goals in recruitment and outreach because of the continued improvements to collecting data and increasing our community partnerships. For example, in FY12 El Centro made direct contact with 2,375 students and community and participated and co-hosted 70 student outreach events. El Centro has several decades of established relationships and contacts with public/charter schools, administrators, teachers, community leaders and El Centro alumni. These partners continue to request El Centro specific support in assisting students in their transition to UNM, especially due to the fact that El Centro provides family-friendly, motivational, bi-lingual recruitment services and a "home away from home" atmosphere that promotes the social and cultural capital for our student population and communities. El Centro's goal continues to be the primary service center for traditionally underrepresented (at-risk) students who see El Centro as a place where they can receive specific, tailored and relevant programs and services that effectively serve the Latino/Hispanic community needs.

Retention

El Centro's primary goal is to impact and improve the retention, persistence and degree

completion rates of undergraduate and graduate/professional students at the University of New Mexico, specifically those participating in El Centro programs and services. El Centro promotes holistic student development by providing cultural, personal, academic and professional activities, advocacy and community partnerships. El Centro's retention efforts focus on increasing and positively impacting the number of Latino and Hispano students represented and being successful at UNM, especially to include those from historically underrepresented and low-income communities, considered most at-risk.

El Centro's Program Specialists provide students, in a well-rounded approach, support and guidance and are certified/trained academic advisors. Full-time staff, graduate student mentors, student organizations and leaders are responsible for coordinating several educational and cultural events/activities/workshops for UNM and its community. These events and activities are meant to educate and help create a sense of community to increase student retention and success, and are at no cost to students. Additionally, most UNM Graduate and Undergraduate Latino based student organizations utilize the Center for much of their programming, activities, resources, and advisory support.

El Centro's scholarship programs also serve to increase retention of Latino and other students by providing critical financial support. Research studies show that one of the greatest barriers to student retention and completion is limited financial resources and incentives. El Centro provides one time emergency support, professional development scholarships and sponsorship for students to attend academic and professional conferences. In FY14, El Centro will provide over 120K in scholarships to support student need, which will directly contribute to retention.

El Centro de la Raza encourages student leaders who have been academically, financially, career or professionally advised through our programs to serve on various campus committees and community councils to advocate for student needs and concerns and represent the student body within campus government, policy committees and community coalition groups in campus wide, local and statewide agencies and constituencies. An example is the Lottery Scholarship Summit, which is being led and coordinated by previous and current student member of El Centro. Their goal is to ensure that the most underrepresented (at-risk) students have a place at the table and a critical voice as it relates to the current discussion around the solvency of the Lottery Scholarship and its impact.

Graduation

Overall, El Centro serves as a mechanism for academia and community to work together to improve educational opportunities for Latino students to close the achievement gap and increase post-secondary, recruitment, retention and completion. Along with its programs, El Centro serves as a catalyst to integrate research, education, and community service by acting as a bridge between academia and community to create professional learning opportunities that support retention and graduation for UNM students, while providing valuable services to our community. Research and learning activities will be aimed at understanding and improving equity, development and sustainability within the social, cultural, economic and political contexts of local communities in New Mexico. Through our specific programs, El Centro affects enrollment and/or degree production and graduation rates by:

1. Enhancing and supporting academic excellence through high-impact educational practices
2. Improving academic success through student engagement and faculty mentorship
3. Increasing undergraduate research, community learning and leadership opportunities
4. Supporting social, cultural, economic, and political development of local communities

Student Involvement

12) How are students involved in the decision making process of your department/program?

El Centro's interns, graduate support, and student office staff meets weekly to discuss upcoming events, deadlines, important issues, and concerns that are facing UNM students with respect to their academic programs, personal and other critical student need. During SFRB hearings and all community forums, El Centro student leaders (including interns and student organization members) are involved in the process. Additionally, El Centro conducts survey and solicits feedback from students about programs and services.

13) How do you plan to increase student participation in your department/program and improve service and accessibility to the students of UNM?

El Centro de la Raza plans to increase student participation by strengthening outreach efforts, such as through our community strategic alliances, on and off campus. El Centro's goal is to promote scholarship and academic excellence. For example, one of our most significant initiatives this year is our collaboration framework, Community Based Research and Learning Initiative (CBRLI), aims at promoting academic excellence through community based learning and research activities. El Centro is now working closely with Chicano/a Studies program and Southwest Hispanic Research Institute (Directors, administrators and professors) to recruit more students (undergrad and graduate) to connect them with academic courses while increasing financial support to enhance leadership, cultural, personal development and promote community/service-learning experiences, through high impact educational practices. The partnership is hopeful that this collaborative will be a model for other UNM departments and institutions nationally, as this initiative will foster on campus and off campus recruitment and retention efforts by increasing student scholarship, community engagement, interdepartmental collaboration and faculty support.

14) Describe your program's level of participation.

- a) **How many students are actively involved in your department/program? Please provide a brief example.**

El Centro uses AdvisorTrac to capture student traffic at the center. The following tables reflect the level of participation at El Centro.

Table 4: Center Usage by Ethnicity for July 1, 2012 thru June 30, 2013

Ethnicity	N	%
Prefer not to specify/ Unavailable	293	31.9
Hispanic	510	56
African American – Black	30	3.2
American Indian	36	3.9
Asian / Pacific Islander	16	1.6
White Non- Hispanic	32	3.4
Total	917	100.0

b) How many students are impacted by your department/program? Please provide a brief example.

Table 5: Self-Identified Reasons for Student Visits for July 1, 2012 thru June 30, 2013

Reason	Visits
Admin Services:	174
Copy, Fax, Phone, & Use of Center Facilities	
Advocacy	218
Computer Lab	4212
Advisement	2,631
Mentoring	130
NSO	19
Parent Concern	1
Professional Meeting	146
Program Meeting	82
Recruitment	10
Socializing: Food, Relaxation	634
Study	2493
Tutoring	406
Total Student Visits in AdvisorTrac	12369

15) How many students do you employ, including graduate assistants, interns, etc.?

A total of 41 students are employed through work study (office assistants) or receive academic and professional funding (scholarships/stipends) for special projects, undergraduate and graduate mentorship, professional development, academic research and community involvement. Breakdown is as follows:

- 6 Student Employees/Office Assistants
- 3 Graduate Professional Interns/Mentors
- 9 El Puente Research Interns
- 5 Transformar Community Fellows
- 8 Lobos Unidos Mentors (A total of 10 will be hired to complete the academic year)
- 10 Graduate Fellows (Latina/o Graduate Fellowship with Graduate Resource Center)

Self-Evaluation

16) Describe in detail the systems in place for tracking the UNM student population and non-UNM student populations served by your department/program. This includes how you track the students you serve on a repeat basis and the students that are served just once. Comment on the system’s effectiveness, changes made this year, and plans needed for improvement. (Note: We realize that tracking systems will vary across departments/programs.)

El Centro completely transitioned to the university-wide *AdvisorTrac* system in June 2010. *AdvisorTrac* is a web-based database housed in and maintained on a centralized server at UNM - Information Technology Services. The El Centro database contains data regarding students who use the various department services. Students sign in at the front desk when they enter the center. Banner demographic information for all undergraduate students is regularly entered into *AdvisorTrac* by IT. As of this year, UNM is incorporating a new system for advising. El Centro has already incorporated this system and it would be tracking advisement through the *Loboachive* database. With *Loboachive*, advisors fill out manual online progress notes and quarterly reports to track individual student visits, and the information also gets recorded into the database. This process helps El Centro keep accurate track of the number of visits, the kind of advisement, and all services students are receiving. This system has assisted with more accuracy in monitoring student traffic and use of services. In addition, El Centro staff members maintain spreadsheet logs to track student referrals, speaking engagements, presentations and workshops.

Student Affairs has incorporated Student Voice as data collection and assessment tool. This has been proven useful for student surveys and needs assessments. The NM State Legislature Accountability Act requires that El Centro provide analyzed data regarding student support and services provided. UNM’s Institutional Research Department has assisted in the past with an analysis and a complete report of student GPAs, retention and graduation rates. The last report provided by Institutional Research was conducted in 2009. El Centro staff has all the proper access roles for *AdvisorTrac*, Banner, and Hyperion, therefore is completely self-sufficient in collecting, analyzing, and reporting El Centro student data.

17) What methods have been used in evaluating your department/program (for example, surveys, focus groups, interviews), and have these methods proved to be effective?

MEASURE SOURCE	1. AdvisorTrac (Lobo Achieve) - university-wide and web-based student tracking system, student kiosk – which specifically gathers advisement and student, visits. 2. Staff databases- excel spreadsheets maintained by individual staff members and housed on the university IT server. Dept. Staff and IT Support maintain all documents and data collected.
RESPONSIBILITY	All staff members are responsible for updating and maintaining Excel spreadsheets. The Senior Program Manager is responsible for collecting, analyzing and reporting the data.
METHODOLOGY	Students and families are counted and recorded at events and meetings. And students use a self- service kiosk to sign in to use El Centro facilities, programs, and services.

DATA FREQUENCY	COLLECTION	Data is recorded daily, collected quarterly and reported to UNM, NMHED and SFRB annually.
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El Centro is working with the Office of Institutional Analytics to mine the data sources we need and run our own correlations. Having access to our own data sets will allow our data collection to be compatible with campus-wide advisement and effective tracking methods.

Additionally, *StudentVoice* and *SurveyMonkey* have been used to conduct student needs assessment and program, event, and presentation evaluations. El Centro has an open-door policy that allows for constant feedback. All of these methods have been effective in informing student programming, department facility use policies, identifying areas for improvement, and building effective services and programs.

El Centro Overarching goals:

Goal 1: El Centro will positively impact retention and graduation of undergraduate and graduate/professional students through academic, cultural/personal and professional activities designed to build a sense of community and a supportive environment.

Goal 2: El Centro will recruit Latino students and provide information to Latino students and their families about UNM and El Centro programs/activities.

Goal 3: El Centro will use program evaluation and assessment data for continuous improvement and to ensure its relevance in academic, cultural and professional aspirations of Raza/Latino students.

Strategic Goals

1) Redefining educational culture to meet the needs of Raza students attending UNM.

Objectives:

1. Gather and present a mapping of the state/landscape of UNM Raza students
2. Hold the university accountable to an HSI status in reference to funding opportunities.
3. Work with DEI/CHMS/SHRI to support initiatives in developing diversity curriculum and promote Raza academic scholarship within NM and nationally.

2) Improve relationship with P-20 on behalf of Raza student access, recruitment and retention.

Objectives:

1. Establish best practices for student academic standards and other educational policy that impacts Raza students.
2. Collaborate with UNM programs and key stakeholders already involved with K-12 initiatives.
3. Develop and support mentoring programs for high school and university students.
4. Collaborating with campus and community programs to improve educational and professional opportunities to students.

5. Increase awareness of available resources to students; scholarships, financial, internships, professional opportunities.
6. Develop a strategy to increase the number of Raza students related to STEMH academic fields of study.

3) Redefine University and community relationships related to El Centro.

Objectives:

1. Improve communications and marketing to enhance positive perception of Raza community at UNM (promote educational and cultural events, activities and collaborative efforts to encourage positive engagement; promote and sponsor programs that recognize accomplishments and contribution of Raza community).
2. Explore various community entities to better document resources and support to students and their families.
3. Develop strategic alliances among UNM and community to promote collective efforts and improve student success.
4. Develop an executive advisory council for El Centro.
5. Develop strategic action plan for expansion of El Centro, to include funding opportunities to increase infrastructure and capacity of staff and programs.

Performance Measures - This table incorporates performance measures El Centro Program Staff track, including AdvisorTrac data and other internal tracking mechanisms that demonstrate measureable benchmarks and actual impact.

Performance Measure	Target FY13	Actual FY13	Target FY14	Target FY15	Summary Notes for FY13 Actuals
Information and outreach to UNM students & prospective students.	11,124	13,767	14,000	14,500	Exceeded the goal by 23.8%. The increase is based on the improvements in communications and in the increase of programs and partnerships.
Advisement sessions.	2,221	2,631	2,800	3,000	Exceeded the goal by 18.5% based on fact that El Centro increase its programs and academic involvement with other UNM academic program. In addition, El Centro increased the number of Advisors from 2 to 3, with the addition of a Program Specialist.
Leadership development for students.	51	64	70	80	Exceeded the goal by 25.5% based on the diligent emphasis that El Centro is putting on leadership and professional development opportunities to students. El Centro provides internship opportunities to both undergraduate and graduate students, as well as community engagement activities for student leaders.
Students in El Centro mentoring program.	84	130	140	150	El Centro exceeded the goal by 54.8%. The increase is based on additional funding through the Lumina Grant for eight in house mentors at El Centro. In addition, every staff provides organic mentorship to undergraduate, graduate students and high school

					students and all EC programs have a mentoring component.
Student Referrals (contacts).	2,237	2,362	2,500	2,750	Referrals from El Centro increase 5.60% with respect with last year. In this area we continue to grow because referrals are a big part of what our advising and mentoring service provides.
Scholarships and sponsorships.	138	169	140	140	El Centro exceeded 22.46% in the number of scholarships and sponsorships that el Centro provided to our undergraduate and graduate students. El Centro provides support to students and student organizations for academic and professional activities.
Cultural programming participation (students and families).	1,510	1,653	1,800	2,000	El Centro increased the participation of students and community members by 9.47%. This continued increase is based on the El Centro goal of taking appropriate and deliberative steps in building strong community networks and student/family presence at our cultural and educational events and activities.
Office visits/unique students (student, family and community contacts).	13,638	13,667	14,000	14,000	El Centro exceeded the number of people who visited El Centro by .2% which is reflected in the systems we are using to capture data about the students we serve and the services we provide.
Website visits unique users (includes social media).	39,651		40,000	40,000	El Centro changed the system that we used in FY12 for our webpage from Word Press to UNM IT Cascade System. The transfer from our previous web system deprived us from getting information related to the hits to our webpage. We will be able to collect the appropriate data from UNM IT web mgmt. in FY14.
Information and outreach to Non UNM students, families and community contacts.	1,043	3,631	3,700	3,800	With regards to outreach, El Centro exceeded its goal by 248.13% because of strong and enhanced mechanisms for student and community engagement accomplished through recruitment and outreach efforts, including K-12 schools, new community partnerships, the classes El Centro offers, and restructuring and additions to innovate programs, projects, events and activities.
Student and family survey participants.	199		300	300	El Centro is preparing to implement a systematic survey that will help us define the overall quality of our services. This data will be collected from the student population, families and schools we serve. Our goal will be to survey at least 300 people in FY14.

Program assessment participants.	300		350	400	No community wide evaluation and feedback in FY13 because needs assessment wasn't scheduled for 3 years. However, El Centro conducted focus groups and student program evaluation surveys in FY12 & FY13. EC is improving and expanding our assessment system to effectively evaluate and enhance programs and services. New instruments will be developed during FY14.
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Use and Effects of Funds and Action on Prior Recommendations

18) State your objectives for the funding you received through the previous SFRB process.

Describe how you met those objectives, and if you did not, please explain why.

- a) Provide a short outline of each program/project SFRB funds are used for. How long has each program/project been in operation? What are the outcomes of each program/project?**

El Centro de la Raza continues to meet the specific objectives it sought to achieve with the SFRB funds by providing support and all resources directly to students, both undergraduate and graduate, through scholarships and diverse academic and research opportunities - while providing a safe, inclusive and supportive environment with our facilities and space.

Outline of each program/project used by SFRB funds:

- **CREAR** - The mission of CREAR is to oversee the creation and oversight of all research and professional development service projects at El Centro. El Centro promotes transformative learning and strategic partnerships with students, community, administration, and faculty with a goal to impact Latino achievement in NM, while maintaining a close collaboration with universities abroad. The goal of CREAR is twofold. It offers resources, funding and dynamic learning opportunities that will provide students with the necessary skills and support to successfully complete their undergraduate and graduate studies at UNM. It also connects academics to cultural diversity, equity and social justice. Professional and community based research projects focus on key areas of development for local communities within New Mexico.
- **Undergraduate Internship Program** – The internship program is now in its 8th year and has been an outstanding model of professional and leadership development for students on campus involved in civic engagement. This year the program is called El Puente and is a one year academic undergraduate internship that provides students with research opportunities, leadership development, professional field experience, and academic mentoring. The interns develop community based research projects aimed at understanding and improving equity, development and sustainability within the social, cultural, economic and political contexts of local communities. Project activities will enhance and support student academic excellence and success by providing the best professional development experiences and a successful pathway to graduation and/or graduate or professional school.

- **Transformar Community Organizing Fellowship** - Through the Transformar Community Organizing Fellowship, El Centro provides five community organizations with an undergraduate student fellow that will actively participate in a community driven project. The goal of the community fellowship is to enhance the leadership, civic engagement and professional experience of UNM students, while assisting local communities in addressing issues within their social, cultural, economic and political contexts. El Centro provides specialized professional training and mentoring to student fellows in support of the community projects. Through this dynamic community organizing fellowship, El Centro promotes indigenous models of sustainable community development within Atrisco (South Valley) and the International District. Undergraduate community fellows link research, theory and practice to achieve social change.
- **The Latina/o Graduate & Professional Student Fellowship** – The LGPSI is in its fourth year. The goal is to increase representation of the graduate and professional student community and to serve as a support system by making resources, networks, and skills available to students for a successful completion of their graduate degrees. The LSPSI has grown from 10 student fellows to 20 fellows, and faculty support and mentorship. This has been made possible through a key partnership with Graduate Resource Center.
- **FAFSA Free-for-All** - a volunteer-run, charitable effort to assist New Mexico students and their families to complete the Free Application for Federal Student Aid (FAFSA). FAFSA Free-for-All events join high school seniors, college students and their families with trained FAFSA advisors to complete the form that is required to qualify for federal financial aid. FAFSA Free-for-All provides free, professional, confidential assistance statewide for students at no cost. El Centro hosts a statewide event in Spring semester in English and Spanish.
- **Destino Universidad** – Free opportunity for parents and students to learn about college preparation, financial aid resources and college planning. That includes information on preparing students for Advanced Placement classes and exams, workshops on financial aid and access to College Board’s online resources. El Centro is a direct sponsor and host for this event in the Spring. The informational sessions are offered in English and Spanish.
- **Unidos Mentoring Program** – El Centro de la Raza manages 8 UNM undergraduate students who are mentors. They provide support to students who are flagged through early warning systems and assist students with tutoring, time management, and self-esteem. They also work with low income and Hispanic students from rural schools (but open to all students and freshmen). All students and full time staff at El Centro are mentors as well and are trained to provide academic coaching and guidance to students in need.
- **Leadership & Professional Development** – The professional leadership component will be focused on providing students with the Knowledge and tools necessary to succeed in the business/professional world. The goal will be to prepare students to become leaders

within their career fields. The focus of the Professional Development program will be to provide services for Latino/Hispanic at risk students to help them develop the skills and obtain the knowledge necessary to be successful professionals. Also, the programs and events created through this program will target students who lack the resources and tools to obtain information regarding certain career fields and/or the professional skills to be successful. This will be done through an approach that is sensitive and aware of student's cultural and ethnic identities. El Centro will work in partnership with other entities on campus in order to create more effective programming and avoid duplication efforts.

- **Scholarships & Sponsorships** – El Centro increased its emergency scholarship fund to cope with this past year tuition increases. We provide \$400/\$500 emergency scholarships to undergraduate and graduate students demonstrating a critical financial need; \$300 professional development scholarships are given to any current student on campus requesting to participate or present at a professional conference or expand their professional knowledge and workforce skills; \$300 scholarships are provided to student organizations requesting assistance with professional activities, conferences and events.
- **Speakers Series** – Series have been arranged by academic concentrations per semester to expand the academic focus of our undergrad/graduate students while exposing them to research opportunities by learning about faculty research and educational interests.
- **Raza Graduation** – This year will be our 21st anniversary of Raza Graduation where El Centro hosts an annual celebration and commencement ceremony to acknowledge Raza students who graduate. This event is for family and friends and recognizes personal accomplishments of students, including a community keynote speaker and undergraduate and graduate speakers. Faculty and UNM administrators participate in this bi-lingual and multi-cultural celebration.
- **Raza Junta** – A “welcome back days” event geared towards Hispanic students to provide information about different offices, student organizations, and services that are at UNM to make their stay a more rewarding and enriching experience. This collaboration is between many organizations including the Graduate Resource Center, Recreational Services, and PNMGC. This event attempts to also have upper class students available to new students so that they can find mentorship and support. The event also provides exposure to graduate level services and resources. We outreach to over 500 students, faculty, and staff each year through our Raza Junta event.
- **Computer Pod & Facility Space** - El Centro has a fully functional student computer pod, with 10 desktop computers. All students utilizing our computers have access to free printing services, copying, fax services and a phone for emergencies. El Centro has additional community space through a study area and break room/kitchen which is used by UNM community (staff and students). El Centro's conference room is a hub for diverse workshops, professional meetings and training/development - including CAPS tutoring services, UNM Libraries, Career Services, Student Health & Counseling, classes, staff and student organization meetings, study groups, internship and graduate programs.

- **UNIV 175: El Centro STEM Academy** –El Centro de la Raza, in partnership with STEM Gateway, designed this co-instructed course and academy model to serve Latino students who are new to Science, Technology, Education and Mathematics and Health Sciences “STEMH” at UNM, exploring STEM degree options or considering a change of major into a STEM field. Hispano/Latino students enrolled in this course develop habits of mind for STEM success.
- **HED 391: Seminario en Comunidad** –El Centro de la Raza, in partnership with the Health Education Department, designed this co-instructed course to provide El Puente Research Interns and Transformar Community Organizing Fellows with community based research and learning experiences, utilizing a Community Based Participatory Research “CBPR” framework. Students are provided with engagement tools and exposure to community leadership, community based faculty and organizations as part of building research skill sets and applying the principles of how to partner with communities using equity based principles. Using critical pedagogy curriculum, engagement opportunities and collaborative activities, students link research, theory and practice in achieving social change through community engagement.

El Centro Services by Student Level (Pre-College through Graduate)

Service/s Description	Pre-College	Freshmen	Sophomores	Juniors	Seniors	Graduate & Professional
Academic Advisement	x	x	x	x	x	x
Bilingual Services	x	x	x	x	x	x
Campus Partnerships	x	x	x	x	x	x
CAPS Tutoring		x	x	x	x	x
Career Services		x	x	x	x	x
Community Collaboration	x	x	x	x	x	x
Community/Service Learning		x	x	x	x	
Computer Usage	x	x	x	x	x	x
Extended Hours	x	x	x	x	x	x
Faculty Mentorship				x	x	x
FAFSA Free for all	x	x	x	x	x	x
Fax/Phone/Copy	x	x	x	x	x	x
Financial Aid Advisement	x	x	x	x	x	x
Free Facilities & Printing	x	x	x	x	x	x
Internships/Fellowships			x	x	x	x
IT Support		x	x	x	x	x
Library Support		x	x	x	x	x
Lockers/Kitchen		x	x	x	x	x
Mentoring	x	x	x	x	x	x
Presentations & Visits at HS	x					
Professional Advisement	x	x	x	x	x	x
Raza Graduation					x	x
Raza Junta		x	x	x	x	x
Referrals	x	x	x	x	x	x
Research Opportunities				x	x	x
Scholarships		x	x	x	x	x
Social/Cultural Activities	x	x	x	x	x	x
Speakers Series/Workshops		x	x	x	x	x
Student Employment		x	x	x	x	x
Student Organization Support		x	x	x	x	x
Student Orientation		x				
Study Spaces		x	x	x	x	x

The following are the learning outcomes we measure at the end of the academic year:

El Centro’s diverse and innovative approach to engage student learners at the undergraduate and graduate levels, are based on student led activities that improve retention and graduation rates. Our student outcomes are based on evidence directly attributed to successful student engagement addressed by Dr. Kuh’s High Impact Educational Activities. El Centro’s program and services consistently incorporate the following eight activities related to student success and staff evaluates these learning outcomes each academic year:

- Common Intellectual Experiences – Workshops and trainings (broad/integrative studies)
- Learning Communities – Promotion and recruitment in Chicano/a studies courses; workshops and training in interdisciplinary studies; service learning activities
- Writing intensive courses – Promotion of writing and applied knowledge courses; research projects; professional presentations; faculty mentorship; satellite tutoring/library services
- Undergraduate research – Research workshops; cutting edge technology and methods;

faculty/professional/graduate mentorship

- Diversity/Global Learning – Service Learning activities; Speaker’s Series; Cultural Studies; diversity, equity & sustainability programs and projects
- Collaborative Assignments & Projects – Promotion/recruitment in Chicano’ a studies; study groups; team based assignments (internships/assistantships; research projects
- Internships – Academic support system; field experience; leadership and professional development opportunities for undergraduate and graduate students
- Service Learning and Community Based Learning – Service learning (experiential and applied learning opportunities provided to students); community participation/networking & tools

El Puente Research Internship & Transformar Community Fellowship Learning Outcomes

1. Community Based Research: Students will demonstrate proficiency in core research skills and receive hands on experience under the CBPR framework and integration through community learning. Students will receive training and research skill sets in learning how to conduct a basic review of the literature and will understand the connection between research, theory and practice.
2. Leadership Development: Students will have learning experiences that will advance their intrapersonal and interpersonal capacity to be effective in leadership roles and processes; through self-reflection, group collaboration and exposure to community leadership.
3. Entrepreneurship: Instill capacity in students by providing them with professional tools and skills, while exposing them to entrepreneurial and leadership opportunities.
4. Critical thinking: Students will be provided learning opportunities that will encourage them to engage in divergent, critical and analytical studies to be better equipped in thinking critically about challenges of our time and issues related to social justice, social responsibility and social change.
5. Professional Development: Provide opportunities for professional development by establishing concrete and measureable outcomes so the student can effectively participate in community field experience that will enhance professional and academic aspirations.
6. Community Engagement & Networking: Students will gain knowledge on community based tools to increase network and coalition building skills, through direct engagement and collaborative partnerships.
7. Cultural Centeredness: Students will demonstrate how to use culturally centered principles that empower them and the communities they partner with as part of indigenous building research skill sets. Students will learn to address the social cultural context of communities including diversity of individuals, groups and communities.
8. Critical Health Literacy: Students will understand social determinants of health and receive the necessary skills to provide critical analysis for action on both the micro and macro levels.

Overall Student Benefits of participating in El Centro’s Programs & Services:

1. Enhance student’s academic, research and professional experience
2. Increase critical thinking, leadership and entrepreneurial skills
3. Connect academics to cultural diversity, equity and social justice
4. Build capacity through networking and collaboration with community
5. Participate in service learning and community based projects

6. Connect to diverse campus and community resources and opportunities
7. Receive mentorship and academic support: faculty, advisor and community/professional
8. Develop verbal, written and team work skill sets
9. Scholarships, funding and leadership opportunities on campus and in community

19) Specifically address and comment on each recommendation made to your departments/program by last year's SFRB.

SFRB made the following recommendations: *“The SFRB is thankful for the work that El Centro does in recruiting, training, and supporting Chicano students on campus and providing a diverse cultural community for the University. The board looks forward to the continued efforts toward student success. The board also recommends providing \$2,000 from the balance forward account to refresh computer equipment for the student computer lab. As SFRB funds do not directly go towards funding professional salaries, the board will not be funding the two professional intern positions.”*

El Centro will follow SFRB recommendations and update computer equipment as suggested with the \$2,000 one-time allocation. El Centro did not hire any professional staff with SFRB funds.

Summary

20) Provide any other information or a narrative that will assist the SFRB in making a decision to grant your department/program funding.

El Centro's vision for the future is that we will continue to be successful in contributing to the overarching goal of the university to recruit, retain, and graduate Latino/Hispano students and exposing them to opportunities that will contribute to their success after graduation and beyond. Encouraging the importance of service learning and civic engagement is critical in becoming strong contributors to our local communities, nationally and globally. El Centro would also like to provide an adequate number of committed staff people, and a sound financial foundation to assist students with scholarships, minimizing the challenge of financing their education. El Cento believes that the struggle of the 1960's was not in vain and that the department and its programs continue to honor the legacy of the students and community stakeholders who created El Centro. Their vision for an increase of Latino students not only choosing to attend UNM but receiving valuable career and academic advisement is a reality today. As a Hispanic Serving Institution, UNM continues to actively assist these students in completing their education and is an integral part of their success. Full-time staff listens to new and returning UNM students and aggressively addresses current generation concerns and challenges. El Centro's goal is to graduate students who are proud of their UNM experience and are qualified in being able to contribute as productive citizens of the state. El Centro de la Raza would not be able to provide or afford the vast amount of direct academic, research, service and professional opportunities to UNM's undergraduate and graduate students if it were not for the assistance from SFRB.

El Centro and its staff work very hard every day for the University and for the students we are charged to serve. El Centro hopes to have your continued, genuine, and sincere support.

ⁱ The notion of a “culture centers” or “ethnic centers“ is a double-edged sword. On one hand the terms help to identify the specific group of people(s) that these centers support. On the other hand, these centers help support the notion that the university supports and celebrates diversity. These centers, for the most part, were not born out of the institutional desire to support Students of Color but rather “as a result of student protest and community demands for equal treatment in social institutions.“ (Yosso and Benavides Lopez, 2010) Therefore, and based on the fact that educational attainment for Students of Color is still below that of the White population, it is imperative that the perceptions, and funding, is moved from simply serving as places where the university “celebrates diversity with ethnic food and *fiestas* while failing to provide equal access and opportunity to Students of Color.” (Yosso and Benavidez Lopez, 2010) The future role that these centers should play should not be that of the ethnic center alone, but to that of academic centers that focus on supporting Students of Color in their academic and professional pursuits. This change in focus is imperative because as Landson-Billings explains and argues “despite of advertising themselves [the universities] as open and democratic spaces where the marketplace of ideas allows for different and divergent viewpoints, many college and university campuses remain difficult places for students of color to negotiate.“ It is within this continuous need to help our students navigate not their student life, but the tribulations they go through to attend and acquire a professional degree that our Centers need to change course and become Academic Centers closely linked with various academic programs. By doing this, the experience of Students of Color and the support they receive supports the overall goal of making sure that Raza students are not left behind trying to navigate a system that is inherently difficult to navigate, especially for those students who lack the cultural and social capital needed to excel.